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**WELCOME TO THE**

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**OBSERVER  
TRAINING**

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# WELCOME

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- High Need for qualified Observers
- Duty with little attraction but enormous responsibility
- Fact: Nobody likes to be observed or to observe!
- Training will cover observer duties, specifics and legal & CID aspects.
- Training covers sensitive subjects and will use sexual terms – No offense!

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# REQUIREMENTS

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- Rank of E5 or above (includes Officers)
- Same gender as personnel being observed
- Sufficient maturity and integrity to preserve the dignity of the soldier (no jokes)
- Cannot be currently enrolled within the ASAP Rehab program
- Cannot be currently under investigation for any substance abuse related offense



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# ...WOULD BE NICE...

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- Superiors in donors' chain of command  
(Co, 1SG, Platoon Sgt, ...)
- Certified UPLs
- Trained or possesses previous experience
- Familiar with urinalysis program
- Self-assured and grounded individual

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# DUTY

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- **“LOOKS” and “OBSERVES”**
- **Ensures integrity of the specimen**
- **Guides/instructs donor to complete necessary collection steps. Donor must hold the bottle above his/her shoulder in full view. Donor washes hands without soap. Donor provides sample. Observer must see the urine leaving the body and entering the bottle (female the cup). Donor must make sure the cap is tight. Donor may wash hands with soap before returning to collection table. The Observer must keep the specimen in full view at all times until placed into the collection box.**
- **Checks for mannerism of donor and reports to UPL**
- **Reports unusual occurrences to UPL**

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# PROFESSIONALISM

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The secret of turning a sensitive, unwanted and humiliating task into a professional procedure that ensures the integrity of the specimen and provides some sort of comfort for the donor!

**SET THE STANDARD** FROM THE BEGINNING



# “Risks & Hazards”

- Humiliation
- Harassment
- Ethical dilemmas (bribing..)
- Attempts to alter specimen (adulteration, tampering, ...)
- Possible legal consequences



UCMJ

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# POSSIBLE UCMJ

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## Article 92

Knowingly failing to obey a lawful general order or regulation by not maintaining direct line of sight of the urine into the bottle.

## Article 10

Making a false official statement in signing the UPL's urinalysis ledger acknowledging the urination process was directly observed and no tampering occurred.

## Article 134

False swearing by authenticating that no substitution or tampering of the urine sample occurred.



# OBSERVER BRIEFING

- Every time !!!
- Discussion
- Demonstration
- Observer Statement  
  
(read, understand & sign)
- UCMJ Actions

## MEMORANDUM FOR OBSERVERS

SUBJ ECT: Responsibilities of Observers During Drug Testing

### General:

1. Observers are a critical link in the process of collecting urine specimens to be tested for substance abuse. Instances have occurred in the past where observers did not follow proper collection procedures and positive drug tests were not usable in legal and/or administrative actions. In order to prevent similar occurrences in the future, the observer will read and sign this Memorandum for Record.
2. The testing procedures do not violate a soldier's Fourth or Fifth Amendment rights, nor does the observation procedure violate the right to privacy. A refusal to produce a specimen is a violation of a direct order and may result in the soldier being processed for separation.
3. *The results of tests may be used in legal proceedings and consequently the urine sample may be considered as evidence. A valid chain of custody is mandatory for a successful prosecution. As an observer, you may be asked to provide testimony at legal or administrative proceedings. You may be subject to UCMJ or administrative action if it is discovered that the specimen was altered in any way while it was under your control.*

### Criteria for Observers:

1. Be an Officer or NCO in the rank of E-5 or above.
2. Be of the same gender as the soldier being tested.
3. Possess sufficient maturity and integrity to preserve the dignity of the soldier being observed.
4. *Not be currently enrolled within the ADAPCP Rehabilitation Program or currently be under investigation for any substance abuse related offenses.*

Responsibilities: As outlined in AR 600-85, an observer must follow protocol during urinalysis collection procedures.

### Once assigned to a specific soldier:

1. Observer controls the urine collection process at all times.
2. Maintains visual contact with the bottle at all times.
3. Ensures the soldier washes his/her hands with water only.
4. Ensures that the specimen provided is not contaminated or altered.

### SUBJ ECT: Responsibilities of Observers During Drug Testing

5. Directly observes the soldier (one soldier at a time per observer) voiding urine into the specimen bottle.
6. Ensures direct observation of the flow of urine from the soldier's body into the bottle.
7. Supervises the soldier tightly capping the bottle.
8. Ensures the bottle is not reopened after the cap is tightened.
9. Escorts the soldier back to the UPL station/table with bottle in full view.
10. Observes the UPL placing tamper evident tape over the top of the bottle, and across the label. Not to cover printed information.
11. Observes the UPL place the specimen in the collection box.
12. *The observer will sign the unit ledger in front of the UPL and soldier verifying the collection process and direct observation was conducted.*

OBSERVER AFFIDAVIT: I have read and understand this document. I will comply with the responsibilities as stated above and will report anything out of the ordinary immediately to the UPL or Commander.

Observer's Printed Name

Observer's Signature

Date

UPL's Printed Name

UPL's Signature

Date

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# MALE SPECIFICS

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- Observer stands next or in 45 ° angle
- Observer should ensure that he can see the end of the donor's penis.
- Circumcision: Foreskin must be pulled back to allow direct view, prevent attempts of tampering, and assist in “aiming”





# FEMALE SPECIFICS

- Consider **lifting Toilet Seat!**
- Donor **cannot sit down – must squat**
- Keep **upper body straight** – cannot bend over to block view with body or hair
- PTs/Shirt must be held up or could be **tucked into bra**
- Collection Cup must be held from the **front**.
- Collection Cup **must not go below** the toilet rim.
- Observer must **bend down or kneel** to see.
- **Pouring** from cup into bottle must be **observed!**





# CHALLENGES

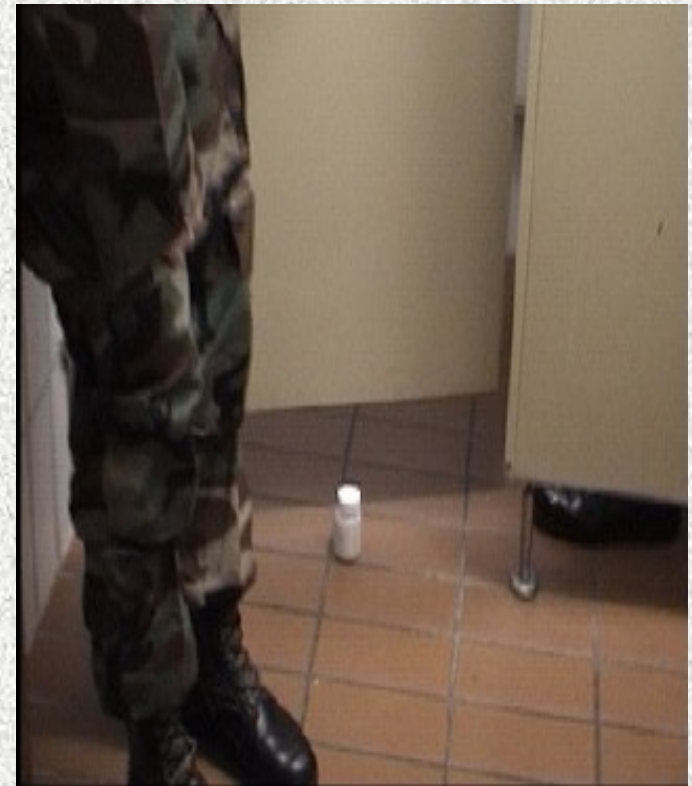
- Donor's shyness / mental block
- Stage Fright / Stalling (physical ex.)
- Insufficient urine (UPL makes decision)
- Unusual colors (blue, green, red, black..)
- Foreign objects (pubic hair, blood, fuzzies, semen, floaties, cotton...)
- Attempts to alter, tamper, bribe (dipping into water..)



**Know what to do – Be prepared!**

# ~~“CLOSED DOOR” EXCEPTION~~

- Only **AFTER** filling the bottle!
- Only when possibility exists where **both** (observer and donor) **can see the bottle at all times**



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# SPECIAL CONDITIONS

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- Bowel movement in conjunction w/UA – observe the urine specimen collection and use the closed door exception if possible to allow the soldier some privacy.
- Menstruation – collect as normal
- Pregnancy– collect as normal
- Bodysuits / Thongs– collect as normal , refrain from making comments
- Piercings- collect as normal , refrain from making comments